


WAGE DETERMINATION NO: 94-2255 REV (21) AREA: MA,BOSTON

WAGE DETERMINATION NO: 94-2255 REV (21) AREA: MA,BOSTON

REGISTER OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210

William W.Gross
DirectorDivision of
Wage Determinations

Wage Determination No.: 1994-2255

Revision No.: 21

Date Of Last Revision: 08/27/2003

Applicable in the state of **Massachusetts** in the areas listed below:

BRISTOL COUNTY: Mansfield, Norton, Rayham

ESSEX COUNTY: Lynn, Lynnfield, Nahant, Saugus

MIDDLESEX COUNTY: Entire County

NORFOLK COUNTY: Bellingham, Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, Weymouth, Wrentham

PLYMOUTH COUNTY: Carver, Duxbury, Hanover, Hanson, Hingham, Hull, Kingston, Lakeville, Marshfield, Middleborough, Norwell, Pembroke, Plymouth, Plympton, Rockland, Scituate

SUFFOLK COUNTY: Entire County

WORCESTER COUNTY: Berlin, Bolton, Harvard, Hopedale, Lancaster, Mendon, Milford, Southborough, Upton

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.44
01012 - Accounting Clerk II	13.33
01013 - Accounting Clerk III	14.86
01014 - Accounting Clerk IV	16.61
01030 - Court Reporter	16.45
01050 - Dispatcher, Motor Vehicle	16.45
01060 - Document Preparation Clerk	13.33
01070 - Messenger (Courier)	9.89
01090 - Duplicating Machine Operator	13.33
01110 - Film/Tape Librarian	14.60
01115 - General Clerk I	11.37
01116 - General Clerk II	12.78
01117 - General Clerk III	14.06
01118 - General Clerk IV	15.80
01120 - Housing Referral Assistant	17.05
01131 - Key Entry Operator I	12.59
01132 - Key Entry Operator II	15.38
01191 - Order Clerk I	11.15
01192 - Order Clerk II	13.33
01261 - Personnel Assistant (Employment) I	13.33
01262 - Personnel Assistant (Employment) II	14.61
01263 - Personnel Assistant (Employment) III	15.94
01264 - Personnel Assistant (Employment) IV	18.04

01270 - Production Control Clerk	17.50
01290 - Rental Clerk	15.03
01300 - Scheduler, Maintenance	14.31
01311 - Secretary I	14.31
01312 - Secretary II	15.66
01313 - Secretary III	17.45
01314 - Secretary IV	19.39
01315 - Secretary V	25.30
01320 - Service Order Dispatcher	15.28
01341 - Stenographer I	13.05
01342 - Stenographer II	15.17
01400 - Supply Technician	19.39
01420 - Survey Worker (Interviewer)	14.72
01460 - Switchboard Operator-Receptionist	12.23
01510 - Test Examiner	15.66
01520 - Test Proctor	15.66
01531 - Travel Clerk I	12.09
01532 - Travel Clerk II	13.08
01533 - Travel Clerk III	14.09
01611 - Word Processor I	13.78
01612 - Word Processor II	15.03
01613 - Word Processor III	17.78
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.22
03041 - Computer Operator I	14.22
03042 - Computer Operator II	15.91
03043 - Computer Operator III	17.73
03044 - Computer Operator IV	22.08
03045 - Computer Operator V	24.72
03071 - Computer Programmer I (1)	19.93
03072 - Computer Programmer II (1)	22.74
03073 - Computer Programmer III (1)	27.00
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.22
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	18.90
05010 - Automotive Glass Installer	17.82
05040 - Automotive Worker	16.40
05070 - Electrician, Automotive	17.19
05100 - Mobile Equipment Servicer	14.86
05130 - Motor Equipment Metal Mechanic	17.75
05160 - Motor Equipment Metal Worker	16.40
05190 - Motor Vehicle Mechanic	17.48
05220 - Motor Vehicle Mechanic Helper	14.05
05250 - Motor Vehicle Upholstery Worker	15.60
05280 - Motor Vehicle Wrecker	16.40
05310 - Painter, Automotive	17.19
05340 - Radiator Repair Specialist	16.40
05370 - Tire Repairer	14.22
05400 - Transmission Repair Specialist	17.75
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.66
07010 - Baker	13.05
07041 - Cook I	11.87
07042 - Cook II	13.09
07070 - Dishwasher	9.22
07130 - Meat Cutter	14.72

07250 - Waiter/Waitress	10.49
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	17.02
09040 - Furniture Handler	13.14
09070 - Furniture Refinisher	17.02
09100 - Furniture Refinisher Helper	13.91
09110 - Furniture Repairer, Minor	15.45
09130 - Upholsterer	17.02
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.30
11060 - Elevator Operator	10.60
11090 - Gardener	14.25
11121 - House Keeping Aid I	9.53
11122 - House Keeping Aid II	10.60
11150 - Janitor	11.66
11210 - Laborer, Grounds Maintenance	12.39
11240 - Maid or Houseman	11.80
11270 - Pest Controller	14.98
11300 - Refuse Collector	11.66
11330 - Tractor Operator	13.45
11360 - Window Cleaner	12.53
12000 - Health Occupations	
12020 - Dental Assistant	14.71
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.86
12071 - Licensed Practical Nurse I	15.44
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.19
12100 - Medical Assistant	12.82
12130 - Medical Laboratory Technician	12.82
12160 - Medical Record Clerk	12.82
12190 - Medical Record Technician	15.44
12221 - Nursing Assistant I	8.67
12222 - Nursing Assistant II	9.75
12223 - Nursing Assistant III	10.25
12224 - Nursing Assistant IV	11.93
12250 - Pharmacy Technician	13.89
12280 - Phlebotomist	11.65
12311 - Registered Nurse I	21.85
12312 - Registered Nurse II	24.33
12313 - Registered Nurse II, Specialist	24.33
12314 - Registered Nurse III	30.28
12315 - Registered Nurse III, Anesthetist	30.28
12316 - Registered Nurse IV	36.30
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	19.87
13011 - Exhibits Specialist I	18.46
13012 - Exhibits Specialist II	23.47
13013 - Exhibits Specialist III	28.71
13041 - Illustrator I	17.87
13042 - Illustrator II	22.71
13043 - Illustrator III	27.77
13047 - Librarian	29.55
13050 - Library Technician	14.72
13071 - Photographer I	14.36
13072 - Photographer II	18.80
13073 - Photographer III	23.90
13074 - Photographer IV	29.22
13075 - Photographer V	35.35
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.42

15030 - Counter Attendant	8.42
15040 - Dry Cleaner	11.18
15070 - Finisher, Flatwork, Machine	8.42
15090 - Presser, Hand	8.42
15100 - Presser, Machine, Drycleaning	8.42
15130 - Presser, Machine, Shirts	8.42
15160 - Presser, Machine, Wearing Apparel, Laundry	8.42
15190 - Sewing Machine Operator	11.86
15220 - Tailor	12.39
15250 - Washer, Machine	9.36
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.61
19040 - Tool and Die Maker	22.00
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.81
21020 - Material Coordinator	18.56
21030 - Material Expediter	18.56
21040 - Material Handling Laborer	11.90
21050 - Order Filler	13.10
21071 - Forklift Operator	13.92
21080 - Production Line Worker (Food Processing)	14.87
21100 - Shipping/Receiving Clerk	14.63
21130 - Shipping Packer	14.63
21140 - Store Worker I	10.58
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.44
21210 - Tools and Parts Attendant	14.87
21400 - Warehouse Specialist	14.26
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.48
23040 - Aircraft Mechanic Helper	16.83
23050 - Aircraft Quality Control Inspector	22.29
23060 - Aircraft Servicer	18.69
23070 - Aircraft Worker	19.65
23100 - Appliance Mechanic	19.06
23120 - Bicycle Repairer	14.22
23125 - Cable Splicer	22.58
23130 - Carpenter, Maintenance	21.59
23140 - Carpet Layer	20.55
23160 - Electrician, Maintenance	23.81
23181 - Electronics Technician, Maintenance I	14.44
23182 - Electronics Technician, Maintenance II	19.38
23183 - Electronics Technician, Maintenance III	22.30
23260 - Fabric Worker	17.00
23290 - Fire Alarm System Mechanic	20.08
23310 - Fire Extinguisher Repairer	17.81
23340 - Fuel Distribution System Mechanic	21.48
23370 - General Maintenance Worker	17.86
23400 - Heating, Refrigeration and Air Conditioning Mechanic	21.20
23430 - Heavy Equipment Mechanic	21.28
23440 - Heavy Equipment Operator	22.90
23460 - Instrument Mechanic	22.58
23470 - Laborer	13.97
23500 - Locksmith	18.72
23530 - Machinery Maintenance Mechanic	20.06
23550 - Machinist, Maintenance	22.13
23580 - Maintenance Trades Helper	15.30
23640 - Millwright	21.48
23700 - Office Appliance Repairer	20.97
23740 - Painter, Aircraft	18.91
23760 - Painter, Maintenance	18.72

23790 - Pipefitter, Maintenance	22.58
23800 - Plumber, Maintenance	21.53
23820 - Pneudraulic Systems Mechanic	21.48
23850 - Rigger	21.48
23870 - Scale Mechanic	19.65
23890 - Sheet-Metal Worker, Maintenance	22.58
23910 - Small Engine Mechanic	17.86
23930 - Telecommunication Mechanic I	22.58
23931 - Telecommunication Mechanic II	23.43
23950 - Telephone Lineman	22.58
23960 - Welder, Combination, Maintenance	19.53
23965 - Well Driller	19.53
23970 - Woodcraft Worker	19.53
23980 - Woodworker	16.84
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.94
24580 - Child Care Center Clerk	13.30
24600 - Chore Aid	11.80
24630 - Homemaker	19.09
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	20.16
25040 - Sewage Plant Operator	18.72
25070 - Stationary Engineer	20.16
25190 - Ventilation Equipment Tender	15.60
25210 - Water Treatment Plant Operator	18.21
27000 - Protective Service Occupations	
(not set) - Police Officer	22.92
27004 - Alarm Monitor	14.82
27006 - Corrections Officer	20.94
27010 - Court Security Officer	20.94
27040 - Detention Officer	20.94
27070 - Firefighter	19.07
27101 - Guard I	10.38
27102 - Guard II	15.12
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	18.67
28020 - Hatch Tender	18.67
28030 - Line Handler	18.67
28040 - Stevedore I	17.95
28050 - Stevedore II	20.06
29000 - Technical Occupations	
21150 - Graphic Artist	24.19
29010 - Air Traffic Control Specialist, Center (2)	30.80
29011 - Air Traffic Control Specialist, Station (2)	21.23
29012 - Air Traffic Control Specialist, Terminal (2)	23.38
29023 - Archeological Technician I	17.51
29024 - Archeological Technician II	19.60
29025 - Archeological Technician III	24.26
29030 - Cartographic Technician	24.26
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.36
29040 - Civil Engineering Technician	21.30
29061 - Drafter I	12.68
29062 - Drafter II	14.57
29063 - Drafter III	19.09
29064 - Drafter IV	24.26
29081 - Engineering Technician I	14.45
29082 - Engineering Technician II	16.23
29083 - Engineering Technician III	19.59
29084 - Engineering Technician IV	23.16
29085 - Engineering Technician V	26.13

29086 - Engineering Technician VI	28.92
29090 - Environmental Technician	23.55
29100 - Flight Simulator/Instructor (Pilot)	30.38
29160 - Instructor	26.61
29210 - Laboratory Technician	18.64
29240 - Mathematical Technician	20.94
29361 - Paralegal/Legal Assistant I	14.80
29362 - Paralegal/Legal Assistant II	18.72
29363 - Paralegal/Legal Assistant III	22.74
29364 - Paralegal/Legal Assistant IV	27.51
29390 - Photooptics Technician	22.96
29480 - Technical Writer	28.82
29491 - Unexploded Ordnance (UXO) Technician I	19.57
29492 - Unexploded Ordnance (UXO) Technician II	23.68
29493 - Unexploded Ordnance (UXO) Technician III	28.38
29494 - Unexploded (UXO) Safety Escort	19.57
29495 - Unexploded (UXO) Sweep Personnel	19.57
29620 - Weather Observer, Senior (3)	23.55
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	19.43
29622 - Weather Observer, Upper Air (3)	19.43
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.89
31260 - Parking and Lot Attendant	9.98
31290 - Shuttle Bus Driver	15.21
31300 - Taxi Driver	12.03
31361 - Truckdriver, Light Truck	14.58
31362 - Truckdriver, Medium Truck	17.49
31363 - Truckdriver, Heavy Truck	18.73
31364 - Truckdriver, Tractor-Trailer	19.04
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	11.00
99030 - Cashier	11.25
99041 - Carnival Equipment Operator	11.14
99042 - Carnival Equipment Repairer	11.80
99043 - Carnival Worker	9.22
99050 - Desk Clerk	13.70
99095 - Embalmer	17.18
99300 - Lifeguard	12.23
99310 - Mortician	23.91
99350 - Park Attendant (Aide)	15.30
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.66
99500 - Recreation Specialist	19.09
99510 - Recycling Worker	14.09
99610 - Sales Clerk	12.23
99620 - School Crossing Guard (Crosswalk Attendant)	9.22
99630 - Sport Official	12.23
99658 - Survey Party Chief (Chief of Party)	21.07
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	19.15
99660 - Surveying Aide	13.94
99690 - Swimming Pool Operator	14.51
99720 - Vending Machine Attendant	12.41
99730 - Vending Machine Repairer	14.51
99740 - Vending Machine Repairer Helper	12.41

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the

performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)
HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

&&&&&&&&&&

